

# A Supermarket Super-Focused On Hiring for Personality



## Rooted in Personality

Lowes Foods became one of the biggest grocers in the Carolinas by staying true to their roots: by providing quality local products and an excellent shopping experience for their customers.

But how can Lowes remain competitive when their **high volume hiring** business has an industry **average cost of \$2,500 to replace workers?**

## Turnover is Costly

Well, what if Lowes could reduce the number of employees it needed to replace? By inviting Traitify to help benchmark their team and focus their hiring efforts on “good eggs” instead of “bad apples” **Lowes reduced annual turnover by 31.9%!**

31.9%

Reduction In  
Annual Turnover

\$6,376,197

Saved in Annual  
Turnover Costs

## How? Success is Homegrown

Traitify creates an “**Ideal Employee Profile**” for Lowes by measuring the personality differences between loyal, successful employees and high failure potential ones. Then, Lowes can quickly focus on the right candidates in their high volume hiring pipeline.



The Ideal Candidate

1. **Traitify benchmarks Lowes Foods employees** (in only 90 seconds!), identifying behavioral traits that make up the best and worst performers.



Candidate A



Candidate B

2. **Traitify integrates directly with Lowes’ Applicant Tracking System**, which means every applicant takes Traitify’s 90-second science-proven personality assessment.

Score	Name
93 Preferred	Scott Stevenson
76 Acceptable	Ashley David
61 Potential Risk	Carson Nelson

3. **Applicants are sorted by their Fit Score**, which is shown in Lowe’s ATS, enabling recruiters to rank applicants, focus their attention and prioritize their efforts.

## The Fruits of Their Labor

An annual turnover reduction of 31.9% means that Lowes Foods saves \$6.38 million per year! That's enough money to buy:



2 Million  
Gallons of Milk



2.5 Million  
Loaves of Bread



3 Million  
Carton of Eggs

## What Could Traitify Save My Business?

Traitify helped Lowes Foods reduce turnover by nearly 1/3. What would your turnover savings be if you used Traitify for your high volume hiring?

Workers Hired/Year	Current Turnover		
	150%	100%	50%
25,000	\$19,937,500	\$14,953,125	\$9,968,750
10,000	\$7,975,000	<b>\$5,981,250</b>	\$3,987,500
5,000	\$3,987,500	\$2,990,625	\$1,993,750
2,500	\$1,993,750	\$1,495,313	\$996,875

\*So, for example, if your yearly turnover is 75% and you hire 10,000 workers per year, using Traitify will save you \$5,981,250 in turnover!

Traitify assessments are built for high volume hiring businesses. They increase applicant volume and candidate quality, which leads to better-performing employees. We make recruiters more efficient, improving time-to-hire. All of this with unmatched candidate experience and no drop-off!



Increase in  
Applicant Volume



Increase in  
Candidate Quality



Reduction in  
Time to Hire

Contact us today to see how Traitify can help your business - [info@traitify.com](mailto:info@traitify.com)